

Human Capital - District Survey 2018

First & Last Name*

Role / Position*

☐ Director or Superintendent

☐ Other:

Your E-mail Address*

Director or Superintendent E-mail (to receive submission confirmation e-mail)

District Name*

Choose One:

1. Which strategies has your district used to recruit and/or retain a more diverse teacher workforce?

My	We are	We are	We are not
district is	interested in	interested in	interested
using this	using this	this strategy,	in using
strategy.	strategy, and	but lack the	this
	would like	necessary	strategy.
	more support	resources to	



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or
information.

Attending job fairs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Early signings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruiting at EPPs, especially historical black colleges and universities (HBCUs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partnering with local advocacy groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scholarships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"Grow your own" – initiatives to help paraprofessionals and/or high school students become teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Other: Please detail any other strategies implemented in your district within the past year to recruit and/or retain a more diverse teacher workforce.

3. What educator race and ethnicity data does your district review? What actions has the district taken based on the data?

4. What is your district's strategy around recruiting, developing, and retraining a cadre of high-quality school leaders (principals and assistant principals)?



Human Capital Module Continued

5. Please select the most appropriate response regarding your district's applicant pool of teachers for each of the following areas.

	Too few applicants	Enough applicants – but not enough high- quality applicants	Enough high- quality applicants	N/A: We do not require teachers in this area	Unsure
Early Childhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elementary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Middle Grades English	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Secondary English	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Middle Grades Math	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Secondary Math	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Middle Grades Science	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Secondary Science	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Middle Grades Social Studies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Secondary Social Studies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Foreign Language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fine Arts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health/Physical Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Special Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
English as a Second Language (ESL)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career and Technical Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Principals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assistant Principals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



	My district is using this strategy.	We are interested in using this strategy, and would like more support or information.	We are interested in this strategy, but lack the necessary resources to implement.	We are not interested in using this strategy.
Additional compensation for hard-to-staff fields	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Additional compensation for hard-to-staff schools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Additional compensation for highly effective teachers to move to hard-to-staff schools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reimbursement for costs related to the Praxis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition reimbursement for current staff members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loan forgiveness/ repayment assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compensation for costs related to relocation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stipends to cover monthly housing costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have offered additional compensation to recruit teachers for hard-to-staff fields or schools, how much additional compensation and in what form (e.g., one-time bonus, permanent salary bump)?

7. Which programmatic strategies has your district used to RECRUIT highly effective teachers?

My district is using this strategy.	We are interested in using this strategy, and	We are interested in this strategy, but lack the	We are not interested in using this
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	or information.	resources to implement.		
Teacher residency programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Zone waivers for children of staff members who live outside of the school district	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Induction and mentoring programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Early contract offers (i.e., contracts offered before the typical contract signing period)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Programs to recruit current students into the teaching profession (e.g., Grow your own program, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Referral bonus available to current staff members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stipends to cover monthly housing costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Districts report a variety of challenges in recruiting and developing new teachers. Rate the extent to which the following challenges are faced by your district.

	Not a challenge	Moderate challenge	Substantial challenge	Severe challenge	N/A: This challenge does not apply to my district
Recruiting enough new teachers from Tennessee EPPs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruiting enough high-quality new teachers from Tennessee EPPs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring enough teachers from other states	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring enough high-quality teachers from other states	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring enough teachers with occupational licenses (practitioner and/or professional level)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring enough high-quality teachers with occupational licenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supporting teachers in renewing their licenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Human Capital Module Continued



	My district is using this strategy.	We are interested in using this strategy, and would like more support or information.	We are interested in this strategy, but lack the necessary resources to implement.	We are not interested in using this strategy.
Additional performance-related compensation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-monetary recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexibility options such as allowing teachers to work part time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teacher leadership development (i.e., opportunities for expanded leadership roles)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Differentiated professional learning opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improving working conditions (e.g., improvements in administrative staff support, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you offer additional performance-related compensation as a retention strategy, how much additional compensation and in what form (e.g., one-time bonus, permanent salary bump)?

10. Please elaborate on the biggest challenges your district faces in recruiting and retaining highly effective teachers.



11. Which of the following statements best represents your perspective on TDOE's annual Human Capital Data Reports?

- ☐ I am familiar with the Human Capital Data Report and understand how to use it to improve recruitment and retention outcomes for my district.
- ☐ I am familiar with the Human Capital data Report, but do not find it useful in improving recruitment and retention outcomes for my district.
- ☐ I am familiar with the Human Capital Data Report, but am unsure of how to use it to improve recruitment and retention outcomes in my district.
- ☐ I am not as familiar with the Human Capital Data Report as I would like to be.

12. The State Board of Education is currently considering revisions to its Educator Licensure rule (current rule available [here](#); proposed rule available [here](#))

What feedback would you like to provide the state board regarding the proposed changes or other improvements they could make prior to voting on the revised rule in Feb. 2019?

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